



Annual Performance Plan

For

New Bedford Whaling
National Historical Park

FISCAL YEAR 2000

OCTOBER 1, 1999 - SEPTEMBER 30, 2000

**Fiscal Year 2000
Annual Performance Plan**

for

New Bedford Whaling National Historical Park

Approved: _____
John Piltzecker, Superintendent Date _____

Note: The National Park Service, like all federal agencies, must comply with various government wide requirements, such as those from FASAB (the Federal Accounting Standards Advisory Board) or OMB's A-11 Circular. This document reflects those requirements.

TABLE OF CONTENTS

I. INTRODUCTION	5
ABOUT THIS PLAN	5
NEW BEDFORD WHALING NATIONAL HISTORICAL PARK	5
THE NATIONAL PARK SERVICE	5
THE GOVERNMENT PERFORMANCE AND RESULTS ACT OF 1993 (GPRA)	6
 II. NEW BEDFORD WHALING NATIONAL HISTORICAL PARK MISSION STATEMENT	 6
 III. STRATEGIES: ACCOMPLISHING GOALS	 6
ORGANIZATION	6
FACILITIES	7
FINANCIAL RESOURCES.....	8
 IV. KEY EXTERNAL FACTORS.....	 10
 V. GOALS.....	 10
GOAL CATEGORIES, MISSION GOALS, AND LONG-TERM GOALS	10
ANNUAL GOALS	11
GOAL CATEGORY I PRESERVE PARK RESOURCES	11
GOAL CATEGORY II PROVIDE FOR THE PUBLIC ENJOYMENT AND VISITOR EXPERIENCE OF PARKS.....	11
GOAL CATEGORY IV ENSURE ORGANIZATIONAL EFFECTIVENESS	12
VI. MEASURING RESULTS	14
VII. ANNUAL PERFORMANCE PLAN PREPARERS.....	14

I. INTRODUCTION

About This Plan

This is the Annual Performance Plan (APP) for New Bedford Whaling National Historical Park, a unit of the National Park System, administered by the National Park Service, U.S. Department of the Interior. It covers Federal fiscal year 2000 (October 1, 1999 – September 30, 2000), one-year of our (1998-2002) Strategic Plan period. This Plan includes our mission statement, derived from the legislation establishing and affecting this park. It contains our goals organized under goal categories, mission goals (the “in perpetuity” goals that encompass everything we do), and the quantified, measurable long-term goals from our Strategic Plan. The focus in this Plan, however, is on our annual goals and what we plan to accomplish this fiscal year.

The content and organization of this Plan relates to the process established by the National Park Service under the Government Performance and Results Act of 1993 (GPRA). Additional copies of this Plan, or copies of our Strategic Plan, are available by visiting or writing the park at 33 William Street, New Bedford, MA 02740. We welcome questions and comments, which should be addressed to the Superintendent at this address. Our plans are also available on our Web site at www.nps.gov/nebe/planning.htm.

Each annual goal is results- or outcome-oriented, objective, quantified and measurable, with performance measures built into each goal statement. A “Strategies” section describes the organization, facilities, and financial resources available to achieve the plan’s goals. The “Key External” Factors” shows those things that may positively or negatively affect goal achievement. Each goal has one or more explanatory paragraphs that gives background, detail, and other information useful to help the reader understand the goal as well as how the goal will be accomplished and measured. After these goal explanations, there is an overview of how results will be measured. We have included a list of those who prepared this Plan and who we consulted with in its development.

In addition to this Annual Performance Plan, we also use internal management documents to guide daily operations throughout the year. They detail the specific activities, services, and products that will be carried out or produced to accomplish goal results, and the dollars and people that will do it.

New Bedford Whaling National Historical Park

New Bedford Whaling National Historical Park is a vital part of America’s national system of parks, monuments, battlefields, recreation areas, and other natural and cultural resources. Established by Congress in 1996, the New Bedford Whaling National Historical Park is located in New Bedford, Massachusetts. Containing 13 blocks and 34 acres, the park preserves and interprets America’s 19th century whaling and maritime history in perpetuity and makes this valuable part of America’s heritage available to over 220,000 visitors each year for their experience, enjoyment, understanding, and appreciation.

The National Park Service

The National Park Service (NPS), established in 1916, preserves outstanding examples of the best of America’s natural, cultural, and recreational resources for the enjoyment, education, and inspiration of this and future generations. These resources of national significance constitute a significant part of America’s heritage, character, and future. The National Park System consists of 379 park units located in nearly every state and territory of the nation. The National Park Service not only directly preserves these treasures, it also makes them available to millions of visitors from throughout the country and the world every year. The National Park Service also has legislated responsibilities for natural and cultural resource conservation outside national parks in partnership with state and local governments, tribes, and non-profit organizations. These programs provide a variety of technical and/or financial assistance.

In consultation with Congress, the Office of Management and Budget and other interested parties, the NPS developed its own implementation process to comply with the Government Performance and Results Act of 1993 (GPRA). Using an 8-step process, the NPS developed its first *Strategic Plan* in 1997. A copy of the current plan is available for review at New Bedford Whaling National Historical Park. It is also available on the Internet at www.nps.gov/planning.

As part of its GPRA implementation process, NPS decided that each of its component parks, programs, and offices would develop and submit their own Strategic Plans, Annual Performance Plans, and Annual Performance Reports. These plans address applicable long-term goals in the NPS *Strategic Plan* and may add goals specific to their own legislative mandates, missions, resources, visitor services, and issues needs. The local plans are generally a blend of national and local missions and goals.

The Government Performance and Results Act of 1993 (GPRA)

This Annual Performance Plan is written in part to fulfill the requirements of the Government Performance and Results Act (GPRA). Congress passed this law in 1993 to bring the federal government into the "performance management revolution." Performance management is a goal-driven management concept and practice already widely adopted by the private sector, state and local governments, and many others. GPRA requires federal agencies to develop 1) a **Strategic Plan**, 2) **Annual Performance Plans**, and 3) **Annual Performance Reports** in order to more effectively and efficiently manage their activities to achieve their missions, and to more effectively communicate with the Congress and the American people. Please see our Strategic Plan for more information about GPRA and performance management.

II. NEW BEDFORD WHALING NATIONAL HISTORICAL PARK MISSION STATEMENT

The National Park Service helps preserve, protect, and interpret certain districts, structures, and artifacts that are associated with the history of whaling and related social, economic, and environmental themes for the benefit and inspiration of this and future generations. These efforts will be undertaken in partnership with the City of New Bedford, local and regional institutions, and the Inupiat Heritage Center in Barrow, Alaska.

III. STRATEGIES: Accomplishing Goals

We plan to accomplish our goals using the organization, facilities, and financial resources summarized below. These should give the staff, partners, stakeholders, and the public a better understanding of what we are trying to accomplish and how we plan to do it.

Organization

Superintendent John Piltzecker leads the New Bedford Whaling NHP staff. Staff is organized into 3 operating divisions: Resource Stewardship and Partnerships, Resource Education and Interpretation, and Administrative Support and Accountability. Staff expertise and specialties include: 1 superintendent, 1 deputy superintendent, 1 permanent park ranger, 1 permanent Administrative Program Specialist, 1 permanent Community Planner/Partnership Development Specialist beginning in February 2000, 1 permanent Historical Architect/Preservation Specialist beginning in April 2000. There is 1 Student Career Employment Program (SCEP) Park Ranger and there will be 2 Student Temporary Employment Program (STEP) Park Rangers working in Resource Education and Interpretation. There are no maintenance or law enforcement personnel on staff at the park.

Our staff will be supplemented and/or supported by assistance or expertise from various other NPS parks and central offices for various projects and functions. The following table summarizes the assistance the park will receive from these offices.

NPS Assistance for New Bedford Whaling NHP

PROJECT OR FUNCTION	NPS ASSISTANCE FROM	SCHEDULE (2000)
General Management Plan <ul style="list-style-type: none"> Public comments & meetings Record of decision 	Northeast Regional Office; Boston Support Office	January - May
Rehabilitation/Stabilization of VC	Boston Support Office; Denver Service Center; NER Cultural Resource Center	Oct. '99 - Dec. '00
Long Range Interpretive Plan	Philadelphia Support Office, Boston Support Office; Harpers Ferry Center; Northeast Museum Services Center; Lowell National Historical Park	March - November
Collections Management Plan	Northeast Museum Services Center	Aug. - Sep.
Resource Management Plan	Boston Support Office	June - December
Visitor Center Exhibits	Boston NHP; Northeast Museum Services Center	Oct '99 - Nov '00
Rehabilitate Bank Teller Cage	NER Cultural Resources Center	Oct '99 - Dec '99
Faces of Whaling Phase II	Boston Support Office	May - Sep
Cultural Landscape Inventory	Olmsted Center for Landscape Preservation	June - September
Visitor Survey Card & Analysis	Univ. of Idaho Cooperating Park Studies Unit	July - September
Personnel Mgmt. Assistance <ul style="list-style-type: none"> Classification Job announcements Official Personnel Folders 	Lowell National Historical Park; Boston Support Office	Ongoing
Contracting <ul style="list-style-type: none"> Procurement above \$2,500 Cooperative Agreements 	Lowell National Historical Park	Ongoing
Initiate Maintenance Planning (VC)	Cape Cod National Seashore; Boston Support Office	June - September

Facilities

New Bedford Whaling NHP is a partnership park which will have limited property in federal ownership. The NPS is slated to take ownership of the "Old Bank" Building at 33 William Street from the Waterfront Historic Area League in January 2000 to utilize as the park visitor center. The "Old Bank" building currently has no exhibits, no fire suppression system, and is non-compliant with accessibility laws and regulations. The "Old Bank" building (hereafter referred to as the visitor center) is in need of an approximately \$1million rehabilitation and restoration project to be completed during 2000. The visitor center will be the only building the NPS will own in the immediate future. Due to the rehabilitation project the NPS will temporarily relocate the visitor center to the Bourne Warehouse at 47 No. Second Street - across the street from the permanent visitor center.

Beyond the visitor center the park includes the New Bedford Historic District, a National Historic Landmark district. In total the park encompasses approximately 13 city blocks contained within about 34 acres. Within this boundary there are over 70 properties, the vast majority of which include historic structures that contribute to the park's historic fabric and are held in private ownership. Properties open to the public include the New Bedford Whaling Museum and the Seamen's Bethel. The Custom House is federally owned and managed by the General Services Administration. The NPS leases two offices in the Custom

House. The Schooner *Ernestina* is owned and maintained by the Commonwealth of Massachusetts, Department of Environmental Management. The city of New Bedford owns and operates the Elm Street Garage and Custom House Square and is responsible for maintaining the streets, lighting and other public infrastructure within the park.

In addition the NPS is authorized to assist in the interpretation and preservation of a number of specific sites named in the legislation that are located outside the physical boundary of the park but for all intents and purposes are considered to be part of the park. These include the southwest corner of State Pier; Waterfront Park (located to the south of State Pier); the Warfanger Building; the Bourne Counting House; and the Rotch-Jones-Duff House and Garden Museum.

Financial Resources

Financial resources available to achieve the New Bedford Whaling NHP goals include a base operating budget of approximately \$521,000 which funds a work force of 6 permanent positions and 3 seasonal positions. This work force will be supplemented by 16,000 hours of Volunteers-in-Parks service and special project and program funds distributed by the National Park Service regional and Washington offices. Achieving our goal performance targets is critically dependent on our base funding and on these additional project funds, volunteer assistance, partnerships and donations. Therefore, in order to plan and organize goals and the work to accomplish them, and to communicate and document it, all funding and staffing sources, and major alternative sources of support and work, are included in developing our Plan.

Highlights of the park's budget, which funds specific goals in this annual performance plan, include:

\$ 81,200 for Resource Preservation and Management - An integral part of the National Park Service (NPS) mission is to preserve and protect the nation's historical and cultural resources. New Bedford Whaling National Historical Park (NHP) was established in 1996 in order to "preserve for the benefit and inspiration of the people of the United States as a national historical park certain districts, structures, and relics...associated with the history of whaling and related social, environmental and economic themes." Knowledge about the condition of historical and cultural resources is crucial to managing them well. By inventorying, and evaluating its resources, the NPS establishes a basis for resource accountability, preservation and interpretation. Highlights of this years resource preservation and management efforts include: Initiation of a Resource Management Plan, Completion of a Level I Cultural Landscape Inventory, Completion of a Preservation Maintenance Plan, continued resource condition assessments and inventories, and several preservation projects with park partners

\$ 166,800 to Address Visitor Services - National Park Service areas have long been a favorite and inexpensive destination for millions of Americans as well as people from around the world. In fulfillment of the NPS mission to make America's National Park Service sites available for public enjoyment and inspiration. Highlights of this years visitor services efforts include: sponsorship of special events/programs, support of a summer teacher institute, co-sponsorship of summer youth programs and projects, the production of park publications and exhibits, and the expansion of the park's website.

\$ 115,000 for Facility Operations and Maintenance - The physical inventory of the NPS contains approximately 16,000 permanent structures, 8,000 miles of roads, 1,500 bridges and tunnels, 5,000 housing units, 1,500 water and wastewater systems, 200 radio systems, over 400 dams, and more than 200 solid waste operations. At New Bedford Whaling NHP, property ownership will be minimal and consist of the park's visitor center at 33 William Street. The Waterfront Historic Area League presently owns the Visitor Center building and the center's operation is executed through a cooperative agreement. The visitor center building will be donated to the NPS by January 30, 2000. Due to the \$800,000 line-item construction project, the visitor center will be temporarily relocated to the Bourne Warehouse at 47 No. Second Street from March 15 through June 15, 2000.

\$ 155,000 for Park Administration - The operation of the New Bedford Whaling NHP involves the responsibility for providing maintenance, resource stewardship, and visitor services to the approximately

220,000 annual visitors to the park area. Onsite management overview and support functions are carried out by the park superintendent and the Administrative Program Specialist. Financial and budget administration, personnel recruitment, staffing, and employee relations; small purchases, formal contracting and property management; and other related activities are currently completed through the combined efforts of park staff and staff at Lowell National Historical Park (over 80 miles away). The complex partnership nature of the park involves a great deal of time and attention from the park staff.

\$ 3,000 Mandatory Agency Assessments (estimated) - The portion of funds removed from the park's budget by the agency for a national program need or fund (i.e. park ranger uniform costs).

In addition to the \$521,000 appropriation, the park has received \$ 907,500 in Project and Line Item Construction program funding from the NPS. These project moneys support the following:

\$800,000 for Phase II Rehabilitation of the Park Visitor Center - The current Visitor Center building, formerly known as the "New Bedford Institute for Savings" (NBIS) is a one-story structure with a brownstone front that is illustrative of the 19th century architectural features found in the commercial districts of major New England seaports of that era. The building is presently used as a Visitor Center and the offices of the Waterfront Historic Area League (WHALE). WHALE is donating the building to the NPS in January 2000 as part of the legislative matching requirement for construction of visitor and interpretive facilities. The money allocated for Phase II of the project through the NPS Line Item Construction Program will provide:

- Selective Brownstone Replacement on exterior
- Construction of handicapped accessible restrooms on first floor
- Construction of handicapped accessible ramp into the building
- Installation of a fire detection and suppression system
- Interior Painting and Rehabilitation

\$ 30,000 for a Collections Management Plan - Project funds will prepare a comprehensive Collections Management Plan (CMP) for New Bedford Whaling NHP. The CMP will serve as the park's primary planning document for the management and care of museum objects and archival collections. This plan will lay the groundwork for the museum management program at the park and enable the NPS to fulfill its legislated mandate in New Bedford of helping its designated partners care for their collections.

\$ 25,000 for a General Management Plan - A General Management Plan (GMP) is similar to a master plan that might be prepared by a city or town. A GMP lays out a vision for the future of the park and provides guidance for park management and development over the next 10-15 years. The park has completed the GMP and will hold public meetings in January or February. The draft and final GMP will be printed and widely distributed to the public and will also be available on the park's website. The overall cost of the GMP effort for New Bedford Whaling NHP is approximately \$440,000 (FY 1997: \$50,000; FY 1998: \$284,000; FY 1999: \$96,000; FY 2000 25,000).

\$ 21,000 for the *Faces of Whaling Oral History Project - Phase II, "The Places of Whaling"*

In FY 1999 New Bedford Whaling NHP was awarded \$15,000 from the NPS Ethnography program to document the untold stories associated with whaling in New Bedford. The *Faces of Whaling* oral history project is being conducted in partnership with the New Bedford Whaling Museum, the New Bedford Historical Society, and the Azorean Maritime Heritage Society. Phase I of the *Faces of Whaling* oral history project has provided important baseline information on a small and aging population of whalers and whaling families from New Bedford and brought to light previously untold stories of African-American, Cape Verdean, West Indian, Native American, and Azorean whaling families. As a result of Phase I, numerous local places which were significant to the whaling community have been identified. These "places of whaling" include social clubs, outfitting stores, cordage and whale oil refinery businesses, boarding houses, places of worship, cemeteries, and schools. This project will use oral history interviews and photo-documentation to interpret the places associated with the whaling era in the neighborhoods throughout the City of New Bedford.

\$ 15,000 for Challenge-Cost-Share Program - *Distance Learning Project Linking Barrow, Alaska New Bedford, Mass.* - The NPS Challenge Cost-Share Program begun in FY 1993, increases the participation of neighboring communities and qualified partners in preserving and improving the cultural, natural and recreational resources for which the NPS is responsible. New Bedford Whaling NHP has received funds to work in partnership with the New Bedford Whaling Museum and the City of New Bedford Free Public Library on a distance learning project. This project will create an educational link with the park's legislated partner - the Inupiat Heritage Center in Barrow, Alaska.

\$ 15,000 for the Development of a Long Range Interpretive Plan - Project funds will be used to develop a Long Range Interpretive Plan (LRIP) detailing the operation of the park's interpretive program for the next 5 years. Based on existing planning documents such as the park's General Management Plan and site visits and related discussions, the plan will address issues pertinent to the park's overall program for interpretation and visitor experience. The process will include facilitated workshops composed of a cross section of park personnel and key park partners.

\$ 1,500 for Volunteer in the Parks Program Support - The NPS Northeast Region has granted money to support the park's volunteer program. New Bedford Whaling NHP is indeed lucky to have the support of a devoted group of 78 volunteers who provide a variety of services for our visitors. From walking tours to recommending places to see, our volunteers provide exceptional service.

IV. KEY EXTERNAL FACTORS

This is a critical year in the young history of New Bedford Whaling National Historical Park. The park's General Management Plan (GMP) will be finalized and will set the direction of the park for the next 15-20 years. Input and support is needed for the preferred alternative of the GMP from the park's congressional delegation, the City of New Bedford, the park's partners and the public. The park has a number of major projects in this plan and any deviation in support from other NPS offices involved will severely hamper the park's ability to meet its goals. The park has also submitted several project proposals for funding through the NPS Fee Demonstration Program. If funded, these proposals will accelerate the development of visitor services in this park and place the NPS in its role as fostering stewardship in New Bedford.

V. GOALS

Goal Categories, Mission Goals, and Long-term Goals

The NPS performance management process requires all units of the NPS to organize goals and efforts under four goal categories and broad, "in perpetuity" mission goals that state ideal future conditions and encompass all we do. Long-term goals, developed for each Strategic Plan period, move us toward mission goals. Annual goals (in the next section) are the current year's increments toward achieving long-term goals, and they are listed by Goal Category, Mission Goal, and Long-term Goal. Please see our Strategic Plan for more details on our mission, mission goals.

Annual Goals

Below are the New Bedford Whaling National Historical Park's annual goals for fiscal year FY2000, October 1, 1999 through September 30, 2000. The numbering sequence follows that of the NPS Strategic plan. Goal numbers may not be consecutive - where numbers are left out, there was no local goal matching the NPS goal. Goal categories and mission goals are in regular type. *Long-term goals are italicized. Annual goals are in bold type.*

Goal Category I Preserve Park Resources

1b The 1997 NPS baseline inventory and evaluation of each category of cultural resource is increased by a minimum of 5%.

Park Long Term Goal 1b2B - Cultural Resources Baselines. (Cultural Landscapes) By September 30, 2002, cultural landscapes inventoried, evaluated and added to the servicewide Cultural Landscape Automated Inventory Management Information System (CLAIMS) is increased by 100% (1 over the 1998 level).

1b2B - Cultural Resources Baseline (Cultural Landscapes)– By September 30, 2000, park staff completes 50% of a Level II analysis of the park's cultural landscape for inclusion in CLAIMS.

As part of the General Management Planning process, a Cultural Landscape Report was completed during FY 99. The Cultural Landscape Report will be utilized by park staff to complete a Level I analysis of the park's cultural landscape. The Cultural Landscape Inventory process includes four levels of analysis with each level corresponding to a specific degree of effort and detail contained in the inventory. For landscapes, a Level II analysis provides complete baseline information. For this fiscal year, park staff will work with the Olmsted Center for Landscape Preservation in Brookline, Massachusetts to complete a Level I analysis. During FY2001 the park will achieve this goal through the completion of a Level II analysis. A Level I analysis must be achieved before a Level II can be completed.

Park Long Term Goal 1b2E - Cultural Resources Baselines (Ethnography) By September 30, 2002, increase the total number of items on the Ethnographic Resources inventory by 100% over the 1998 levels.

1b2E - Cultural Resources Baseline (Ethnography)- By September 30, 2000, 50% of the oral history (ethnography) data from the *Faces of Whaling* Project is formally inventoried in the Ethnographic Resources Inventory.

Phase I of the *Faces of Whaling* oral history project was completed during FY 99. This project identified and selected 15 individuals who represent the diversity of cultures that went whaling from New Bedford and collected their stories. These stories have been archived and are available to the public through various outlets. Data from the *Faces of Whaling* projects will be entered into the Ethnographic Resources Inventory.

Goal Category II Provide for the Public Enjoyment and Visitor Experience of Parks

The long term and annual goals in Goal Category II are inclusive of the mandate in the NPS Organic Act "...to provide for the enjoyment of the [resources] in such manner and by such means as will leave them unimpaired for future generations

Park Long Term Goal: 11a1 Visitor Satisfaction - By September 30, 2002, 95% of visitors are satisfied with appropriate park facilities, services, and recreational opportunities.

Ila1- Visitor Satisfaction – By September 30, 2000, 92% of visitors are satisfied with appropriate park facilities, services, and recreational opportunities.

NPS visitor evaluations of park facilities, services, and recreational opportunities are important and useful in improving visitor services. Visitor feedback comes from visitor surveys, such as the recently implemented Visitor Survey Card (VSC) program. New Bedford Whaling NHP first completed the VSC during the summer of 1999 which established the park's baseline for this goal at 90% satisfaction.

Park Long Term Goal: Ilb1 Visitor Understanding and Appreciation - By September 30, 2002, 72% of on-site park visitors surveyed can identify the significance of New Bedford Whaling NHP.

Ilb1- Visitor Understanding and Appreciation - By September 30, 2000, 69% of on-site park visitors surveyed can identify the significance of New Bedford Whaling National Historical Park.

This goal measures visitors' comprehension of park resources and history. Visitors park experiences grow from enjoying the park and its resources to understanding why the park exists and the significance of its resources. Measurement of visitor understanding feedback comes from visitor surveys, such as the recently implemented Visitor Survey Card (VSC) program. New Bedford Whaling NHP first completed the VSC during the summer of 1999 which established the park's baseline for this goal at 67% satisfaction.

Goal Category IV Ensure Organizational Effectiveness

IVa The National Park Service uses current management practices, systems, and technologies to accomplish its mission.

Park Long Term Goal: IVa2 Employee Competencies - By September 30, 2002 all employees within the 16 key occupational groups have essential competency needs identified.

IVa2- Employee Competencies – By September 30, 2000, 100% (9) of employees have essential competency needs identified for their positions.

The NPS has 16 key occupational groups (career fields) ranging from Administration and Office Management Support to Maintenance to Visitor Use Management with essential competencies for each. An essential competency is a knowledge, skill, or ability vital for an employee to perform effectively at his or her level in a career field. The park's deputy superintendent will continue to work with park staff on identifying essential competencies and in creating an Individual Development Plan (IDP) to identify specific training/job opportunities to meet the competencies.

Park Long Term Goal: IVa3 Employee Performance – By September 30, 2002, 100% of all employees at all grade levels have standards linked to strategic and annual performance goals.

IVa3 Employee Performance – By September 30, 2000, 100% (9) of employees at all grade levels have standards linked to organizational strategic and annual goals.

Each NPS employee has a required Employee Performance Plan and Results Report. Each individual's performance plan will have individual performance goals tied to NPS mission or organizational outcomes. The park's deputy superintendent will ensure that all individual performance plans are linked to organizational strategic and annual goals.

Park Long Term Goal: IVa4 Workforce Diversity – By September 30, 2002, the park will increase the number of women and minorities hired on staff in the targeted occupational series by 5% over the 1998 levels.

IVa4- Workforce Diversity – By September 30, 2000, the park will increase the number of women and minorities hired on staff in the targeted occupational series by 1 over the 1999 level.

The National Park Service is committed to increasing diversity in its workforce, and will recruit and hire qualified minorities, women, and individuals with disabilities in the targeted occupational series. When positions become available the park will aggressively recruit a diverse applicant pool by working with the University of Massachusetts-Dartmouth Office of Minority Affairs.

Park Long Term Goal: Volunteer Hours – By September 30,2002, increase by 10% (1,455) over the 1998 level the number of volunteer hours.

IVb1- Volunteer Hours – By September 30, 2000, increase the number of volunteer hours by 4% (581) over the 1998 level.

National Park Service volunteers provide diverse kinds of assistance from maintenance to interpretation to administration and collection management. The National Park Service Volunteers in Parks (VIP) program, authorized in 1970, permits the National Park Service to accept and use voluntary help in ways mutually beneficial to parks and the volunteers. New Bedford Whaling NHIP is fortunate to have over 70 regular volunteers who assist with park operations on a daily basis. In order to expand on these numbers and improve the quality of the program, park staff will work within the community to recruit new volunteers and will augment the volunteer training program with basic interpretive skills workshops.

Park Long Term Goal: IVb2- Cash Donations and Cash Grants – By September 30,2002, increase by 10% (\$5,000) over the 1998 levels, the dollar amount of cash donations and cash grants received by the park or its partners for partnership related projects. (Long term goal met by end of FY 99 - goal and baseline readjusted).

Revised Park Long Term Goal: IVb2- Cash Donations and Cash Grants – By September 30,2002, increase by 10% (\$5,800) over the 1999 levels, the dollar amount of cash donations and cash grants received by the park or its partners for partnership related projects.

IVb2-Cash Donations and Cash Grants – By September 30, 2000, increase by 4% (\$2,320) over the 1999 level, the dollar amount of cash donations and cash grants received by the park or its partners for partnership related projects.

This goal increases the dollar amount of support received by the National Park Service in donations and grants from the National Park Foundation, friends groups, cooperating associations, and other public and private sources. An increase in donations from these sources will enhance the ability of the NPS to operate parks and manage programs. Park staff will work extensively with its partner institutions to obtain non-appropriated funds that benefit the park and the purposes for which it was established.

VI. MEASURING RESULTS

To assist the National Park Service in complying with the Government Performance and Results Act (GPRA), an annual visitor survey is conducted in units of the National Park System. This survey was developed to measure each park unit's performance related to NPS GPRA Goals IIa1 (visitor satisfaction) and IIb1 (visitor understanding and appreciation). The park will conduct its visitor survey for FY 2000 during July 2000.

Other goals besides IIa1 and IIb1 will be monitored by the park's deputy superintendent through quarterly performance reviews with park staff and partners.

VII. ANNUAL PERFORMANCE PLAN PREPARERS

The following park staff members were involved in preparing this Annual Performance Plan:

John Piltzecker, Superintendent
Mike Caldwell, Deputy Superintendent (GPRA Coordinator)

Any questions on this Annual Performance Plan should be directed to Mike Caldwell by phone at 508-996-4469 or email at Mike_Caldwell@nps.gov